

REFERENCE TITLE: law enforcement officers; maternity leave

State of Arizona  
Senate  
Forty-seventh Legislature  
Second Regular Session  
2006

## **SB 1377**

Introduced by  
Senator Brotherton

### AN ACT

AMENDING TITLE 38, CHAPTER 8, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING SECTION 38-1102; RELATING TO LAW ENFORCEMENT OFFICERS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 38, chapter 8, article 1, Arizona Revised Statutes,  
3 is amended by adding section 38-1102, to read:

4       38-1102. Law enforcement officer: maternity leave; definition

5       A. SUBJECT TO SUBSECTION C, A FEMALE LAW ENFORCEMENT OFFICER WHO IS  
6 EMPLOYED BY THIS STATE OR A POLITICAL SUBDIVISION OF THIS STATE IS ENTITLED  
7 TO AT LEAST A SIX WEEK PAID LEAVE OF ABSENCE FROM SUCH EMPLOYMENT FOR  
8 MATERNITY LEAVE FOR A NEWBORN CHILD OR AN ADOPTED NEWBORN CHILD.

9       B. AN EMPLOYER SHALL NOT RETALIATE AGAINST THE LAW ENFORCEMENT OFFICER  
10 FOR REQUESTING OR OBTAINING A LEAVE OF ABSENCE AS PROVIDED BY THIS SECTION.

11       C. IN CALCULATING THE PAID LEAVE PROVIDED IN SUBSECTION A, THE  
12 EMPLOYER SHALL SUBTRACT ANY ACCUMULATED SICK, COMPENSATORY OR VACATION LEAVE  
13 THAT IS ON ACCOUNT FOR THE LAW ENFORCEMENT OFFICER FROM THE SIX WEEKS PAID  
14 LEAVE PROVIDED BY SUBSECTION A. ANY REMAINING TIME SHALL BE PAID LEAVE FOR  
15 THE PURPOSES OF SUBSECTION A.

16       D. THIS SECTION DOES NOT PROHIBIT THE LAW ENFORCEMENT OFFICER FROM  
17 USING ALL ACCUMULATED SICK, COMPENSATORY OR VACATION LEAVE IN EXCESS OF SIX  
18 WEEKS FOR MATERNITY LEAVE. THE EMPLOYER MAY ADOPT REASONABLE POLICIES  
19 GOVERNING THE TIMING OF REQUESTS FOR THE LEAVE OF ABSENCE.

20       E. FOR THE PURPOSES OF THIS SECTION, "LAW ENFORCEMENT OFFICER" MEANS  
21 AN INDIVIDUAL, OTHER THAN A PROBATIONARY EMPLOYEE, WHO IS CERTIFIED BY THE  
22 ARIZONA PEACE OFFICER STANDARDS AND TRAINING BOARD.